

## HOME FREE GUARANTEE

### What is Home Free Guarantee?

Home Free Guarantee (HFG) provides emergency taxi service to a participating employer's alternative commuters. Metro provides program materials to the employer and contracts with taxi companies to provide service for the program.

*If only half of the employees participating in the HFG program changed their commuting mode just once a week, there would be at least 70,000 fewer vehicles on our roadways each week.*

### What are the benefits of using Home Free Guarantee?

#### *To Employers:*

- reduces single-occupant vehicle (SOV) commuting to the worksite;
- can reduce demand for employee parking;
- offers easy program administration;
- inexpensive way to support efforts to reduce SOV commuting;
- can reduce need to hire additional employees since employees who rideshare can be asked to work overtime and be assured a taxi ride home through Home Free Guarantee;
- employers can claim tax credits for providing alternative-commute subsidies like HFG.

#### *To Employees:*

- perceive Home Free Guarantee as a significant benefit;
- value the security offered by Home Free Guarantee;
- offers flexibility in daily commute choice;
- provides low or no cost emergency ride home.

### How does Home Free Guarantee help meet CTR goals?

A guaranteed ride home program convinces employees to consider using alternative commute methods. Employees who know they have a back-up ride home are more likely to try transit and other commuting options, rather than driving alone.

### What are favorable conditions for Home Free Guarantee?

Home Free Guarantee supports alternative commute programs and employees who use alternative transportation at almost any worksite.

(more)

## **How much does Home Free Guarantee cost?**

Participating companies pay the initial 6-month fee of \$1 per employee. Usage levels determine the cost of the second 6-month period, and subsequent years.

*In most cases, the cost of the program remains the same as the initial fee level.* Metro may have alternative funding strategies if cost is a concern for your company.

For information about tax credits related to HFG, consult Metro's **Commute Expense Tax Issues Q & A**.

## **Answers to commonly asked questions:**

### ***Q. Can employees use Home Free Guarantee for weather emergencies?***

A. Taxi companies do not guarantee service requests when hampered by bad weather or other "acts of nature". Therefore, the Home Free Guarantee program cannot be used in case of weather, including snow, or other "acts of nature". It can be used for most other emergencies or unforeseen changes in schedule.

### ***Q. Can part-time employees use Home Free Guarantee?***

A. If an employer includes part-time employees in the contract, yes. Part-time employees and full-time employees are charged at the same rate.

### ***Q. What are the average number of trips taken in a year?***

A. In 1997-98, approximately 194,000 employees were covered by a Home Free Guarantee program and 4,950 trips were taken. To best estimate your company's potential usage, you can compare the guaranteed ride home program in similar industries and the amount of overtime and emergency leave incurred by those companies. Your Metro contact may be able to help you find this information.

**Usage varies widely from company to company — but most renew at \$1 per employee.**

### ***Q. How much time does Home Free Guarantee take to administer?***

A. Administration of this program is usually quite minimal. ETCs at participating companies call a 24-hour answering service to initiate taxi rides for participating employees, monitor usage of the program, and return taxi receipts to the Home Free Guarantee program manager, monthly.